The A. F. of L. Weekly News Service gives a brief summary of important matters affecting labor, occurring in the industrial, legislative and judicial fields, and such other information that will benefit the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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AGITATE! EDUCATE! ORGANIZE!

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SERF METHODS DESTROY HARMONY IN INDUSTRY

Steel's adherence to the 12-hour day and the Pennsylvania railroad's demand that spokesmen for employes must be chosen from its company "union" are sinister incidents on the industrial field.

These corporations, among the most powerful in America, ignore the trend of the times and indicate their contempt for an enlightened public opinion and for just relations with employes.

In continuing the 12-hour day, steel's strong-arm policy is maintained.

The nation's leading engineers and industrial scientists have declared that eight hours in steel is feasible and that the long workday is economically unsound.

This verdict is not contradicted. It is ignored by steel barons, who brazenly claim that their helpless, unorganized employes want to labor 12 hours.

While steel uses the bludgeon to control employes, stealth is employed by Pennsylvania.

Steel boldly declares for anti-unionism and defends its 12-hour day. It challenges the best thought of the country that opposes this policy.

Pernsylvania just as heartily opposes trade unionism, but it snivels and whines to conceal this opposition.

Steel is brutal. It uses no more secrecy than a rhinoceros smashing through a jungle. Pennsylvania is sleek, crafty and sly. It affects to favor trade unionism and establishes a company "union." Every employe is expected to bow before this piece of "front-office" scenery.

The shop men and the railroad clerks have rejected this Peckspniffian friendship. They want to be represented by persons of their own choosing. Pennsylvania replies: "We are better judges of your wants."

The railroad labor board has sustained the steel workers. It ruled that it is no more reasonable for Pennsylvania to insist on dictating their employes' representatives than it would be for employes to tell Pennsylvania stockholders who to shall represent them.

The management makes no attempt to change its unfair policy, and in true Peckspniffian style mumbles pious phrases about "duty to employes with whom we have a contract."

Trade unionists signed no contract, and they have not called upon the railroad to break any contract it may have signed with any group of employes.

The trade unionists insist they are not parties to any such contract. They ask that they be permitted to select their own negotiators.

Pennsylvania replies that it must have the right to operate "in the interest of the public."

This is a catch phrase, intended to lure the unthinking. The management of no public utility has the sole right to operate at will.

The Pennsylvania can not issue I. O. U.'s to buy freight cars without securing the approval of the interstate commerce commission. If Pennsylvania wants to change its freight rates, extend its lines, float a bond issue, take over a competing line or amalgamate with another line it must secure the consent of the interstate commerce commission.

And yet anti-union Peckspniffs maintain the fiction that they have the "right" to operate public utilities at will.

They persist in alleging that corporations, given life by the state, have all the rights that an individual person, or group of persons, possess.

There can be no harmony in industry while policies like steel and Pennsylvania continue.

It is idle to talk of mutuality in production when the lives and welfare of wage workers and their wife dependent upon them are thus controlled.

COAL OWNERS BLAMED FOR SURPLUS MINERS

Washington, June 9.—The charge that the United Mine Workers of America are responsible for 200,000 surplus coal miners is declared a "bald-faced misleading statement" by a committee representing that union, in a communication to the United States coal commission.

The charge is "amateurish" and it is issued by a group of anti-union bituminous coal owners, who would have the public believe "that the miners' union reaches out and drags in men from anywhere and anywhere in order to increase its membership," the miners say.

The commission is told that coal owners themselves "determine just how many members the United Mine Workers of America shall have; they determine just who shall become members of this union; they determine just who shall not become members of the union; they are responsible for the size and character of the membership.

"Section 7 of article 14 of the constitution of the United Mine Workers of America defines eligibility to membership in the union. That section says:

"No applicant shall be eligible for initiation until he has started to work at a mine under the jurisdiction of the local union where application for membership is made."

"Under that provision, no man can become a member of the United Mine Workers of America until he has first been employed by a coal owner. The coal operators of this country have hired 200,000 more miners than are needed in the industry. These operators, not the union, dragged these 200,000 surplus men into the mines. They now admit the fact, but lack policy and seek to shift the blame upon the shoulders of the union.

"Once the operator has a man to work in his mine, the union takes him in as a member, if he will join. But the union can not force him in until the operator has given him a job.

"If these operators do not want so many men in the industry, then why do they not cease hiring more and more men all the time?

ALIBI FOR STEEL REPORT.

Pittsburgh, Pa., June 9.—Protests against the 12-hour report of steel employers has caused H. E. Jones, jr., chairman of the board of directors of the Jones & Laughlin steel corporation, the largest of the independents, to seek an alibi. He says he intends to make "every effort" to reduce the work day.

Willis L. King, vice president of the company, signed the steel report, which states that the workers favor the 12-hour day. The protests are so vehement and so unexpected that steel employers are making excuses. The favorite alibi is to have some press association print a long account of how hours are being reduced.

STREET CAR MEN GAIN.

Dubuque, Iowa, June 9.—Street car employes have negotiated a new agreement which provides for 40 cents an hour the first year of service; 44 cents the second year, and 49 cents the third and following years. The old rates were 35, 38, and 42 cents.

CO-OP. PLAN DEFEATS AN ANTI-UNION MOVE

San Jose, Cal., June 9.—In their fight against organized building craftsmen, anti-unionists attempted to stop union contractors from securing building material. This move proved a boomerang, for the San Jose county building trades council took up the challenge and entered the building material business.

The workers started with a few dollars. That was 18 months ago. Since then their business has amounted to more than $270,000, and the anti-unionists are chattering with fright at the further possibilities of this movement.

In a statement issued by the building trades council, it is stated that 85 per cent of all the work in San Jose is union, and of the few anti-union contracts not one of them pays union rates.

"They told us we couldn't get a sack of cement, but we are bringing it in by the shipload," the unionists say. "They told us we couldn't get a bag of hardwall, but we are bringing it in by the carload. They told us we couldn't get bricks, and while we used to have to buy them by the thousand now we have contracted for them by the million.

"The material business of the building trades council is growing, growing every day. Just how large this business will ultimately grow we have no idea, but this we do know, that it was the organization of our money into this business that made it possible for the Santa Clara county building trades council to maintain the right to organize and bargain collectively.

"We tell this story so that working men everywhere may see the value of co-operation and learn that the malpractice of the material combine, when once understood, can be overwhelmed."

FLORIDA LASH ENDS, NORTH DAKOTA TOLD

Tallahassee, Fla., June 9.—In the closing hours of the Florida legislature, both house and senate adopted a resolution addressed to the governor of North Dakota, to be transmitted to the North Dakota legislature, acknowledging receipt of the resolution which started the investigation into the death of Martin Tabert, who was the victim of a whipping boss in a convict camp in this state.

As a result of the investigation, the Florida law makers enumerate these results:

Abolition of convict leasing to private firms; abolition of the lash; more stringent regulations and responsibility in convict inspections.

CLOAK MAKERS STICK.

San Francisco, June 9.—Anti-unionists in this city are realizing they have a fight on their hands to establish the anti-union shop in the cloak industry. The workers have stayed from the shops for the last three months, and despite injunctions, the bosses have failed to break their spirit.

HOD CARRIERS GAIN.

Jersey City, N. J., June 9.—Striking hod carriers of this city have won their demand for wage increases. Rates are advanced from $7 a day to $8. More than 2,000 were on strike.

U. S. HIGH-PAID LABOR LEADS WORLD OUTPUT

Baltimore, June 9.—American wage workers are not paid high wages, when the productivity is considered, said Julius Klein of the United States department of commerce, speaking to the merchants' and manufacturers' association. Mr. Klein is connected with the foreign and domestic bureau of the department.

The speaker declared that with an equal number of employes, an American mine can turn out at least four times the output of a like establishment in Europe, or Asia. The labor cost here is more than absorbed. American coal mines, he said, are about seven to two in efficiency as compared with the mines of Europe.

Due to improved machinery and increased efficiency, American labor has a lower net cost than labor in other side of the Atlantic, he said.

U. S. BOARD UPSETS HIGH COURT DECISION

Washington, June 9.—The United States supreme court is scheduled to hear arguments in the Southern Pacific railroad divest itself of all connection with the Central Pacific railroad.

This decision was made under the Sherman anti-trust law.

Instead of obeying the order, the Southern Pacific started an agitation among business men that would end, and then asked the interstate commerce commission to exercise its authority under the transportation act and permit this consolidation. The commission granted the request.

This is the most unusual spectacle of the United States supreme court ordering a railroad to do one thing under the anti-trust law and the interstate commerce commission empowering the railroad to take a contrary position under the transportation act, which specifically provides for these consolidations.

That the supreme court is in a tight box is indicated by the department of justice suggesting that the supreme court "give new consideration" to the whole matter. If this suggestion is acted on the question will again go along for years while the commission's order stands. It was the department of justice that urged the roads unscrambled, and professed to have won a great victory. Now it wants the court to take another position that will be more in harmony with the spirit of the times.

It is significant that the interstate commerce commission did not hesitate to upset a decision by the supreme court. The latter will probably take another guess at solving an economic problem.

FINANCE PEONAGE TRIAL.

Tallahassee, Fla., June 9.—By a unanimous vote the state senate appropriated $2,500 to be used by the state in prosecuting Higginbotham, convict camp whipping boss, who is charged with the murder of Martin Tabert of North Dakota.

The state attorney said that Dixie county did not have the money to carry on the prosecution. The case is to be tried at Lake City on a change of venue, but Dixie county must pay the bill, as the alleged crime was committed there.

WANT LESS HOURS.

Boston, June 9.—The 49 locals of the telephone operators' department of the International Brotherhood of Electrical Workers have voted to strike if necessary to enforce their demand for higher wages, shorter hours and other changes.

"REVOLUTING" BUNCH RULED BY SELECT FEW

San Francisco, June 9.—Moscow propaganda methods are used by the I. W. W., declared Andrew Furuseth, president of the International Seamen's union, in his description of the San Pedro strike at the last meeting of the San Francisco labor council.

The propaganda methods are based upon five principles, said the seamen's executive: 1. The crooks to lead; 2. The enthusiasts to propagate; 3. The fools to follow. The San Pedro strike, called ostensibly to liberate the class war prisoners, demonstrated the complete communist program for the conduct of revolutionary propaganda.

A speaker's platform draped in red was erected in a public street, and the enthusiasts organized a procession of men through the streets singing revolutionary songs. The fools followed and landed in the bull pen, where the crook leaders probably had contracted to deliver them.

GENUINE UNIONISM PAYS; COMPANY "UNION" FAILS

Chicago, June 9.—Officers of the Amalgamated Meat Cutters report that their Milwaukee local has signed an agreement with the Layton company of that city. Minimum rates are raised to 53 cents an hour.

Union pin is to be issued to employes, who have established a minimum wage of 40 cents an hour, through the efforts of their hand-picked company "union." "This company 'union' is not an organization," says the Workman. "It is an agency of the employers who called it into existence. It must comply with the desire of the employer. Any debate at any of its sessions is a sham battle. The hand-picked management representatives unanimously advocating the employer's wants, can, at no time, be in the minority. In case of a deadlock the employer's lieutenant, the superintendent or manager, or the employer himself, decide as to the issue in question. In the parlance of the street, 'Heads the employer wins, tails the workers lose.'"

JUDGE WANTS COOLIES; THEY WORK LONG HOURS

New Haven, Conn., June 9.—Respect for the judiciary has not been increased by Superior Court Judge Nicherson, who has championed the invasion of coolie labor in this state. Judge Nicherson recently was appointed to his present position and was speaker of the house of representatives in the last legislature.

Trade unionists are asking why the judge saw fit to go out of his way to discuss an economic question, and declare that the contract labor clauses in the federal law are wrong.

"The building of the Canadian railroad with coolie labor was one of the greatest undertakings ever accomplished in this country," Nicherson declared. "You ought to have the right to send abroad and get coolies or anybody else, if you want them.

"The coolie is the best laborer on earth. He will work hard all day long and he won't stop at 4 o'clock daylight time, or any other kind of time.

"But they say the Chinese won't assimilate. We don't want them to. Send them back when their contract is up. Bring them here for a limited period, say five years, and then send them back.

"What we want is labor."

ACCIDENTS INCREASE.

Seattle, June 9.—Industrial accidents in this state last year increased 43 per cent over the previous year. There were 30,821 non-fatal and 253 fatal accidents from April 1, 1922, to April 1, 1923. This includes accidents reported in industries coming under the industrial insurance law.

PROFITS ARE DOUBLED.

New York, June 9.—The Vacuum oil company, a Standard oil unit, reports a clear profit last year of $12,600,462, or more than double the net profit of $6,158,566 reported in 1921. This company recently declared a 300 per cent stock dividend, which increased its capitalization from $15,000,00 to $60,000,000.

RAISE WAGES $1 A DAY.

New York, June 9.—A wage increase of $1 a day has been secured by the Elevator Constructors' union and 1,500 machanics and 1,500 unskilled laborers, the latter $6.

COAL MINERS TO MEET

Scranton, Pa., June 9.—The three anthracite districts, United Mine Workers, will hold a convention in this city starting June 20 to formulate demands to be presented to the anthracite coal owners. The miners' present agreement expires August 31.

HAUGHTY ARMY OFFICER WON'T SPEAK TO LABOR

Washington, June 9.—Uncle Sam's military authority has not yet become Brigadier General Williams of the ordnance bureau of the war department.

In true Frederick the Great style, this military man refuses to even speak to organized workers, as such. He announces that if labor representatives appear before him, he must regard them as private citizens, even though they are committees of employes of arsenals representing union labor employed at these government plants.

N. P. Alifas, president of district No. 44, International Association of Machinists, says that the war department, of which the ordnance bureau is the most fruitful field for labor disputes, is developing an anti-union shop policy. This started during Secretary of War Baker's last year in office, when a company "union" was organized at the Rock Island (Ill.) arsenal. Organized workmen were assured there would be no interference with trade unionism, but within the last few days arsenal officials have refused to recognize trade union officials.

"Ordnance officials appear to resent the favorable labor conditions congress has granted arsenal workers," declared Alifas, "and are now threatening all organized labor."

"Under the law arsenal wages are determined by prevailing in private shops in the vicinity of the arsenals. Because of the federal eight-hour law, rule has always been that the arsenals pay for an eight-hour day whatever private employers pay for their regular work day, be it eight hours or more.

"Where private shops work a half day on Saturday, arsenal workers would receive a greater weekly pay, because they work a full six-day week. This rule has been changed so that the weekly earnings in all private shops, even where they work only half day on Saturday, are divided by '6' to determine the daily rate to be applied at the arsenals. This compels arsenal employes to work six full days for what employes in private shops receive for five and one-half days' work. General Williams has refused to remove this injustice."

Alifas is one of the grievances of arsenal machinists, who have appealed to Assistant Secretary of War Davis against General Williams' rulings. The machinists declare they will carry their case to President Harding and to congress, if necessary.

Attack on Mothers' Law Not Upheld by High Court

Washington, June 9.—The United States supreme court has dismissed attacks on the Sheppard-Towner maternity law on the ground of non-jurisdiction. The decision means that the law will stand until its opponents devise new methods of attack.

The law provides for a voluntary educational system on maternity and care of infants, and for the payment by the government's plan of education and appropriate money to states which have during these lines will have their appropriations duplicated by the federal government.

DEFEAT VICIOUS PLAN

Sacramento, Cal., June 9.—The state legislature defeated a plan to establish a three-fourths jury verdict in criminal cases.

It is agreed by friends of the bill that organized labor is responsible for its defeat.

STEREOTYPERS TO MEET.

Omaha, Neb., June 9.—The annual convention of the International Stereotypers and Electrotypers' union will be held in this city beginning July 16. A home for these aged unionists is one of the issues.

RAISE WAGES $5 A WEEK.

Philadelphia, June 9.—A wage increase of $5 a week has been secured by the Electrical Electrotypers' union No. 76, and the agreement was signed. The new rate is $55 for day work and $60 for night work.

RESTORE 1921 RATES

San Francisco, June 9.—The Bakers' union and the Bakery Drivers' union have restored their 1921 wage rates. This is an increase of $3 a week, bringing the average rate up to $45 a week.

ROADS SHOW PROFITS.

New York, June 9.—A net operating income of $45,578,956, against $34,664,462 a year ago, is reported for the month of April by 48 railroads throughout the country.

JOINING MOLDERS' UNION.

San Francisco, June 9.—The Iron Molders' union has increased its membership more than 500 since the first of the year.

New York, June 9.—"The forces of organized religion in this country are now warranted in declaring that this morally indefensible regime of the 12-hour day must come to an end. A further report is due from the iron and steel institute—a report of a very different tenor."

The above is the reply of churchmen to the defense of the 12-hour day by steel interests, recently announced at the annual meeting of the American iron and steel institute.

The churchmen speak for 50,000,000 associates. They represent Protestants, Roman Catholics and Hebrews, who have joined in a public statement condemning as unworthy and untenable the 12-hour arguments of steel employers.

The statement is issued in the name of the commission on the church and social service of the federated council of the churches of Christ in America, the social service department of the national Catholic welfare council and the social justice commission of the central conference of American rabbis.

The churchmen say the steel employers' report "shatters the public confidence that is inspired by the creation of the committee a year ago at the request of the president of the United States. It is a definite rejection of the proposal for the abolition of the long work day. The public demand, in response to which the committee was appointed, is set aside as a 'sentiment' which was 'not created or fostered by the workmen themselves.'

"The testimony of competent investigators, including engineers and leading societies is ignored and the conclusion is put forth, without supporting data, that the 12-hour day 'has not of itself been an injury to the employes, physically, mentally or morally.' This statement is made in face of the fact that the committee of stockholders of the United States steel corporation, appointed in 1912 to investigate this matter, expressed the opinion 'that a 12-hour day of labor, followed continuously by any group of men for any considerable number of years means a decrease of the efficiency and lessening of the vigor and virility of such men.'

"Objection to the long day because of its effect on the family is disposed of with the complacent comment that it is questionable whether men who work shorter hours usually spend their leisure time at home. This is an unworthy and untenable argument which will be bitterly resented by the millions of home-loving working men in America."

In answer to the claim that workers want to labor long hours, the churchmen say that "workmen whose only choice is between miserably long hours of labor and earnings that are insufficient to maintain a family in health and decency naturally adopt the more arduous alternative."

The churchmen stamp as a "meager defense" the plea that a shortage of labor makes the eight-hour day impossible.

"The shortage of labor was not the reason for the failure to abolish the long day two years ago, when there was equally unanimous protest which could have been in large measure, relieved in steel manufacturing districts by the introduction of a three-shift system in the steel industry."

STREET CAR OFFICIAL EVADES STATE PROBE

Buffalo, N. Y., June 9.—An investigation by Bernard L. Shientag, New York state industrial commissioner, has demolished claims of the local street car company regarding a lockout of its platform men that has been on for several months.

Street car employes frankly answered every question by the state official, but Herbert G. Tulley, president of the company, declined to answer these three questions:

"Did your company refuse to see a committee of men two days prior to the strike?

"Did you issue a statement to the effect that the company's re-organization committee set aside a strike fund, as it was convinced it would have to get rid of the union?

"Did you refuse to enter into a written agreement with the men regarding wages and conditions?"

Tulley declared the union officials showed that of the 2,350 members of the union, but 108 have returned to work.

FIGHT FOR UNION SHOP.

New York, June 9.—"We have not the slightest intention of dropping the equity shop, and the managers know it," declared Paul Dullzell, executive of the Actors' equity association, at the annual meeting in the Astor hotel here. The actors call the union shop "equity shop."

Statements from managers that they will retire from business, or import performers to themselves go to Europe, are obviously ridiculous," said President Frank Gillmore. "Managers have often made these statements in the past."

Officers of the association have forstalled attempts to import European actors by establishing affiliation with actors' organizations in England and Australia. The actresses elected to office include Ethel Barrymore, first vice president, and Elsie Ferguson and Doris Keane as members of the council.

LAMBS ARE SHORN.

New York, June 9.—The stock market slump has brought gloom to Wall street banks. Deposits aggregating $2,600,000,000 between April 20 and May 22 are reported. The shares of 30 corporations show a loss of $1,722,000,000 from the high level of this year.

Indiana is the state which was caught in the swirl and its stock was pounded down to a loss of $128,200,000. The steel trust lost $75,000,000 and General Motors shrank $61,000,000. Railroad machinery and other property of these industries is unimpaired, though the gamblers have bought their stocks at prices so that lambs must fall from their dizzy heights.

In a short time the stocks will be boosted again, and the game will be repeated with a new flock of lambs.

CHURCH MEN CONDEMN STEEL'S LONG WORK DAY

STREET CAR MEN GAIN.

Bridgeport, Conn., June 9.—Street car employes have been granted a new agreement which provides for 40 cents an hour the first year of service; 44 cents the second year, and 49 cents the third and following years. The old rates were 35, 38, and 42 cents.

CHANGE IN RAILROAD LAW OPPOSED BY WALL STREET

Washington, June 9.—Railroad financiers and managers are urging their stockholders to petition the senate of congress to make no changes in the transportation act.

The roads would like to see the duties of the railroad labor board turned over to the interstate commerce commission, on the theory that the same board that sets passenger and freight rates should set wages. This legislation is applied, however, in the case of steel rails and other purchases made by the companies. They are not willing to let a government board tell them what to pay for steel rails, ties and lubricating oil, but they insist that wages be handled that way.

It is risky business for the roads to lobby for a change in the railroad labor board, as their present strategy is to "leave well enough alone." Under the act the railroads are assured a fair return and the interstate commerce commission has construed this to mean 5% per cent interest on a valuation set by the commission.

With no check on their expenditures made to concerns whose directorate is interlocked with the various railroads, the transportation act is proving to be what is popularly known as "soft" for the railroads. They want present rates maintained and they fear that if congress discusses any amendment, this will be the signal for a general attack on the law. This is the last thing the railroads want. Hence their campaign to stand pat.

It is now clear that the backers of the transportation act have failed in their purpose to make the railroad labor board the final word in wages and working conditions.

It will be recalled that when congress was considering the transportation act, organized labor defeated a "can't-strike" proposal after the hardest kind of fighting. The labor board that sets passenger and freight rates should set wages. This logic was applied, however, in the case of steel rails and other purchases made by the companies. They are not willing for a government board tell them what to pay for steel rails, ties and lubricating oil, but they insist that wages be handled that way.

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WAGE CUTS REJECTED.

Chicago, June 9.—The federation of men teachers is reviving the speakers' bureau, of two years ago, and intends to make this a permanent addition to the trade union movement. The federation is affiliated with the American Federation of Teachers, a unit of the A. F. of L.

Public opinion should be formed in favor of sound educational policies, rather than depend on a legislative committee that is hurriedly thrown together at the state capital, members of the federation say.

"We believe that we know and that it is our duty to give to the public our information and our views. Through civic organizations, lodges, business groups, unions and other agencies, the way to the public is, in many cases, now open to our speakers. As the people become aroused to the importance of the questions we have to discuss, access should become easier and

speakers should work is that of teacher unionism. It is time to go on and should be prepared to say the right things in the right way about teachers' unionism when we go out to address teachers on this subject."

DEVELOP SPEAKERS, IS PLAN OF TEACHERS

CLEVER STUFF, EH?

New York, June 9.—The Wall Street Journal, in Emerson, reveals a circus press agent ability against the eight-hour day. Speaking in defense of a Pennsylvania business man writes a friend in New York," says the Journal, "that farmers in the vicinity of Youngstown, Ohio, and Sharon, Pa., are worrying about how to work at the steel mills, devoting only part of their time to attending to their crops.

"These men come into town, spend a long working day in the plants and then go home and work on their farms. Apparently they are not worrying about the eight-hour day."

Fortunately, the W. S. J. clientele does not demand particulars on how these farmers manage to sleep after journeying from the country to the mills and then working on their farms.

MINERS ARE VICTIMIZED.

Middlesboro, Ky., June 9.—At a conference of union miners, officials of district No. 19 were told by officials of the international executive board of the union that the necessary steps for the calling of a strike in all the anti-union mines in the district.

Declaring that there are several thousand non-union miners who are working in the district, the charge of the arbitrary and autocratic methods of anti-union operators who employ armed gunmen to intimidate these men by discharging them whenever they mention the word "unionism," the resolution says it is apparent nothing but a strike will bring the operators to a sense of fair dealing.

12-HOUR DAY IS DOOMED; STEEL TRUST MUST YIELD

New York, June 9.—Garyism may be extinct by the 12-hour day, but the eight-hour day is bound to come, according to Mortimer E. Cooley, successor of Herbert Hoover, as president of the federated American engineering societies and dean of the engineering schools of the university of Michigan.

Dr. Cooley was in this city conferring with associate engineers on their report on "Work Periods in Continuous Industries."

"This report states that "it was found, indisputably, that the 12-hour shift is not economically necessary and that continuous industry can be run with a profit with the shorter work day."

In a previous report on the same subject, Dean Cooley says:

"The working man must have more leisure to live as a civilized being. Industry must be so organized that he must be able to work his eight hours a day. He must have more time to spend with his family, so that opportunity for the improvement of domestic relations may be afforded. He must have greater opportunity for companionship with his children and friends. He must have time for healthy recreation so that a sound mind may be developed in a sound body. Citizenship and democracy demand these things.

"This engineering disclosure shows that the leisure of the working man is not ill spent. When given more leisure the average working man does not abuse it. The evidence is conclusive that the extra time of the men under the shorter working day is used to good advantage. Often it is spent in gardening, truck farming and in doing odd jobs about the house that would be left to be paid for or not done at all. The three-shift system gives every man a chance to enjoy his home and family on Sunday.

"Neither does the leisure permitted by the eight-hour day make the man less efficient on the job. Often it comes to his job. On the contrary, the effect of the eight-hour, as compared with the 12-hour day, in operation, on the quantity and quality of production, on absenteeism and industrial accidents, has been satisfactory where good management and cooperation with labor have been secured. Practically every major continuous industry there are plants which have increased the quantity of production per man or per man an hour 25 per cent. In a few exceptional cases the increase has been much higher. Evidence also of improvement in quality of production following the reduction in the length of shifts.

"America lags behind the rest of the world in adopting the eight-hour day. The tendency throughout other industrial countries is in favor of the eight-hour shift.

"The shorter day must necessarily result in greater industry, better working men, better citizens, better husbands, better fathers and happier firesides."